

POLICY

Number:
B-1

SUBJECT: Equal Opportunity (EO)

Date:
1 May 2007

1. I am firmly committed to maintaining a positive equal opportunity climate on Fort Bliss for Soldiers, civilian employees and their family members. This policy is based solely on merit, fitness, and capability without regard to race, color, religion, gender or national origin. Our civilians will further be evaluated without regard to age and disability. This policy applies both on and off post, during duty and non-duty hours.
2. Equal opportunity is a responsibility of leadership and a function of command. I expect every leader to adhere to these principles, set the example with regard to equal opportunity and to ensure full compliance by their subordinates. Leaders at all levels are required to take the appropriate actions when allegations of discrimination and/or unequal treatment arise. Additionally, commanders will establish robust EO programs, and conduct realistic training as per the Consideration of Others methodology (facilitated, small group discussion). At a minimum, EO training will be conducted 2 hours per quarter, with 2 of those quarters dedicated to Prevention of Sexual Harassment (POSH). Mandatory attendance (100%) is required to include all senior leaders.
3. Soldiers, civilians and family members deserve to be treated with dignity and respect and to be recognized for what they do. They will not be accessed, classified, trained, assigned, promoted or otherwise managed on the basis of race, color, religion, gender or national origin. Commanders, managers, and leaders will ensure that anyone filing a complaint alleging unlawful discrimination will be protected from acts or threats of reprisal and retaliation.
4. Post Observances will be conducted to support Presidential Proclamations and Public Laws. Observances promote educational awareness and cross cultural understanding. All commanders and leaders should strive to have maximum attendance at all observances.
5. Participation (active or passive) in extremist activities is prohibited (IAW AR 600-20, Army Command Policy, Chapter 4, paragraph 4-12), dated 7 June 2006.
6. I expect everyone on Fort Bliss to strive for a workplace free of discrimination. Discrimination devastates unit cohesion and mission accomplishment. By working together and taking the time to understand our differences (Gender, Cross Cultural), we can be assured progress in meeting the goals set forth in the areas of equal opportunity and affirmative action.
7. This policy memorandum supersedes previous policy letter B-1, dated 10 June 2005.
8. This policy memorandum will be permanently posted on unit bulletin boards.


ROBERT P. LENNOX
Major General, USA
Commanding

ORIGINATING OFFICE:
EO / EEO Offices-